

**POLICY OF "SOLAR STEELCONSTRUCTION" LLC
in the field of Occupational Health and Safety**

SOLAR STEELCONSTRUCTION LLC is one of the largest companies in Ukraine in the field of solar energy. The company's activities are focused on the high-tech production of fasteners for solar power plants, construction and operation of solar power plants, as well as the implementation of the full scope of design and installation works.

Our company considers it necessary to ensure safe and healthy working conditions for its employees and other persons working under our control to prevent injuries and health related issues by implementing, maintaining and continuously improving the Occupational Health and Safety Management System (OHSMS) in accordance with the requirements of ISO 45001:2023.

*We strive to comply with the requirements of ISO 45001:2023 to give our employees and other stakeholders confidence that the company has an effective Occupational Health and Safety Management System in place, which covers **the provision of services for the design, manufacture and installation of solar power plant facilities.***

The Company is committed to developing, implementing and improving the effectiveness of the Occupational Health and Safety Management System.

Our responsibilities:

Implementation of one of the fundamental human rights - to work in safe conditions

We strive to create healthy, safe and supportive working conditions, improve production culture, as well as develop and implement organizational, technical and sanitary measures to eliminate hazards and reduce risks in the field of OH&S.

Compliance with the legislation

We strictly comply with the legal and legislative requirements of Ukraine in the field of labor protection, norms and rules of safe production activities to ensure safe and healthy working conditions.

Employee involvement at all relevant levels of the OH&S function

We ensure that employees are consulted and participate in the development, planning, implementation, evaluation of the system's effectiveness and actions to improve the OH&S management system. We value the opinion of each employee.

Responsibility in the activities of OH&S

- We take our responsibilities to our employees and society seriously;
- We take responsibility for eliminating hazards and reducing OH&S risks;
- We have a responsibility to provide employees with opportunities to contribute to decision-making regarding OH&S performance and proposals for change.

Our scope of tasks:

- Application and implementation of modern technologies to prevent or minimize the impact of hazards and risks in production activities;
- Involvement of all personnel in the decision-making process within the Occupational Health and Safety Management System
- Formation, promotion and encouragement of a corporate culture within the organization by senior management that supports the Occupational Health and Safety Management System
- Identifying and assessing all health and safety risks and opportunities;
- Adoption and implementation of all legal requirements in the field of OH&S;
- Use of the intellectual potential of the staff, knowledge management;
- Interaction and cooperation with public authorities, mass media, and the civil public.

The objectives will be accomplished by:

- Implementation, maintenance and continuous improvement of the Occupational Health and Safety Management System in accordance with the requirements of ISO 45001:2023;
- Continuously informing the Company's personnel and external stakeholders about the functioning of the Occupational Health and Safety Management System;
- Continuous hazard identification, risk assessment and management;
- Funding of measures to improve working conditions and occupational safety in the required amounts;
- Continuous improvement of employees' competence in the field of OH&S.

The Executive Management of SOLAR Steelconstruction LLC is aware that the complex of production processes that ensure the company's activities should not adversely affect the health of personnel and should ensure acceptable risks for all work.

The Executive Management ensures that the OHSMS Policy is consistent and coherent with other policies of the Company.

The Executive Management of SOLAR Steelconstruction LLC ensures the implementation of all measures aimed at implementing this Policy, to keep the Occupational Health and Safety Management System.

Executive Director of "SOLAR Steelconstruction" LLC
January «01» 2026

Vitalii HAVURA

